

TALKING POINTS FOR DDCI'S WELCOMING ADDRESS TO COLLEGE OFFICIALS

o Welcome to CIA.....you represent a broad cross-section of colleges and universities across the country. Your institutions represent our future. Our hiring needs from year to year are not very large, usually numbering about Those that we do hire, therefore, must be among this country's best.

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o We've invited you here to this seminar for several reasons. There is a lot of misinformation and misunderstanding about the CIA in the press, broadcast media, and on the bookshelves. Demonstrations against Agency recruitment on campuses are one manifestation. At seminars such as this, we describe the different directorates and offices of the Agency and discuss information about career opportunities and qualifications for employment. Yesterday, for example, you heard about our various student programs. They directly affect our ability to attract students while still in school. You met and talked to students and career employees from several different offices. More discussions will be held today and tomorrow. We will answer your questions about us as honestly as we can. In this way we hope that you will take away a much greater appreciation of what CIA is -- and what it is not. Without the continuing support of people such as yourselves, our recruiting efforts would be much more difficult.

o Another reason we've invited you is that CIA is vitally interested in attracting increasing numbers of minorities to work here. Some of you represent universities with predominantly minority populations, others represent minority students at majority campuses. We need your advice on attracting minorities to the CIA.

o Currently, just over 11% of our employees are minorities. We know that this percentage is too low and that there should be many more in this Agency. We want to increase the number -- not because we are forced to by laws or statutes, but because we know that diversity in viewpoint and cross cultural understanding are vital to the continued success of this Agency....and because we know that it is "right".

o We've made many strides. For example, several months ago, CIA was presented the "Employer of the Year" Award from Winston-Salem State University in North Carolina. We were selected not for the large numbers of minority students from that university we hired (we didn't), but for the work our officers have done to counsel students on their academic programs and for the seminars our computer specialists have given to students in computer science. We believe this and similar efforts today will pay dividends in the future.

o As I stated earlier, the students at your institutions represent our future. The more you understand about our organization and mission, the more informed your students will be about CIA's vital role in this country's defense, economic, and foreign policies.

o So please avail yourselves of the opportunity to learn more about us as you hear about our programs and during the tours which are planned for later today. We pride ourselves in the campus-like grounds in which this complex is situated. You should feel right at home.